REPORT ON SALARIES OF DEANS

in

Baccalaureate and Graduate Programs in Nursing

1988-1989

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Institutional Data System
American Association of
Colleges of Nursing

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REPORT ON

SALARIES OF NURSING DEANS

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INTRODUCTION

Overview

This is the eleventh annual report on nursing deans' salaries published by the Institutional Data System (IDS) of the American Association of Colleges of Nursing (AACN). The salaries reported here represent the chief administrative officers of baccalaureate and graduate programs in AACN member schools. Of the 401 schools surveyed in fall 1988, 361 members or 90 percent returned a completed questionnaire. Not every response was usable in its entirety. The calculation of salaries represents a total of 327 deans of collegiate programs. This number excludes data on interim deans (N=21) serving as temporary replacements and 13 deans who did not provide a salary.

The first section of the Report on Salaries of Nursing Deans presents a brief summary of key facts from the survey. Section 2 outlines the methods used in the survey as well as explanations of the terminology used in the questionnaire. A discussion of the survey results appears in Section 3. All tables display salary data on a calendar year basis; Table 3 illustrates the conversion of 42 academic year salaries to calendar year salaries as compared to 285 salaries reported on a calendar year basis.

The 1988-89 IDS Survey Series consists of three reports: Enrollment and Graduation Data, Faculty Salaries, and Deans' Salaries. Each of the three reports can be used independently of the others.

As an additional service, AACN provides each member school with a computer printout showing its rankings with peer group schools on selected variables. Begun in 1980, this standard printout includes a count of baccalaureate and master's graduates for the preceding year with percent increase or decrease, number of full-time faculty and percent of full-time faculty with doctorates, faculty salaries, and percent salary gain for all faculty in the school. Customized printouts of selected variables and/or specific comparison groups may be requested by institutions. At all times the confidentiality of sensitive data provided by member and nonmember schools is guaranteed.

Background of the Institutional Data System

The Data Bank Project was established officially by AACN in 1978. The purpose of the project was to develop a database to support policy research and decision making for member schools and for the organization. Priority was placed on the development and refinement of the salary surveys. Since 1979, the report series has been published annually and consists of three components: salaries of full-time nursing faculty, salaries of nursing deans, and salaries of faculty in administrative positions. The Report on Salaries of Administrative Faculty was released annually until 1984 when it was placed on an alternate year schedule. The report was included in the 1987-88 series.

In 1982, requests from AACN members led to the production of a report on enrollment and graduations in baccalaureate and graduate programs in nursing that would accompany the salary reports. The following year, concern about shifts in enrollment resulted in an analysis of institutional data for four years in order to identify trends. A five-year trend analysis has been included in this series since 1988.

In 1987, sustained concern for enrollment and graduation figures resulted in a shift of priorities in report production. The report on enrollment and graduation data is now the first of the IDS data to be published. In order to discern more comprehensive national enrollment and graduation patterns, the survey was sent to nonmember institutions for the first time in 1988-89.

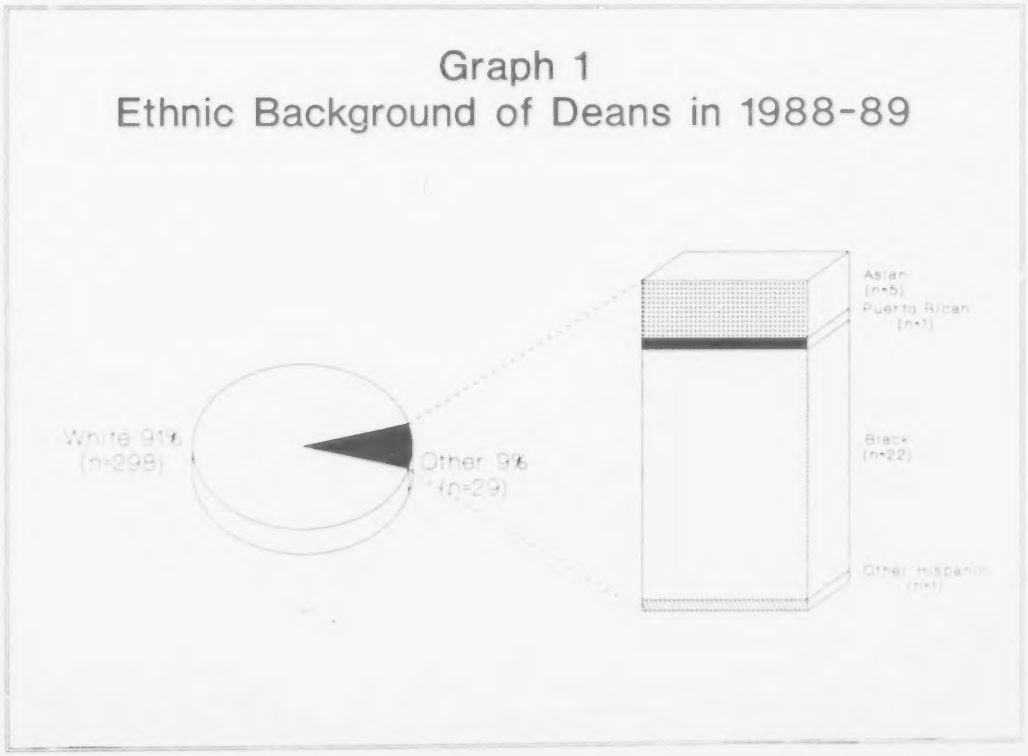
The Report on Enrollment and Graduations was published first in the 1988-89 series. Faculty salaries was the second report published in this series. The Report on Salaries of Nursing Deans is the third report in this series.

Section 1. Demographic Information

Characteristics of survey participants are summarized to provide background for the salary data. In fall 1988, the annual IDS survey was sent to 401 member schools. A total of 361 schools (90%) returned questionnaires. Twenty-one of those questionnaires were not used because the dean held an interim position. The dean's salary was unavailable for 13 schools making the number of useable returns 327 or 81 percent.

A breakdown of schools by region showed the following distribution: Southern Region, 31 percent; Midwestern Region, 28 percent; North Atlantic Region, 31 percent; and Western Region, 10 percent. Fifty-six percent of the institutions that returned surveys were public, 28 percent were private/religious, and 16 percent were private/secular. Universities represented 68 percent of the institutions that returned surveys, while 31 percent of the returns came from four-year colleges, and one percent were from consortium schools. Twenty-one percent of the schools were located in academic health centers.

Ninety-eight percent of the deans who returned surveys were female. The ethnic background of the deans is illustrated in Graph 1.



Section 2. Methods

The surveys consist of four components: institutional data, faculty salaries, deans' salaries, and administrative faculty salaries. The institutional data not only provide information on enrollment and graduations in member schools, but also provide information for classifying schools into categories of region, type and size of programs, type of institution, and source of financial support. These are the categories that structure the tables presented in Section 3.

Survey Techniques

Survey forms were mailed to schools in August 1988. Follow-up telephone calls were made in November and December. A 90 percent response rate overall was obtained. Surveys from 327 respondents were used to calculate salary figures.

Of the 361 respondents, 21 indicated that the deanship was vacant at the time of data collection (fall 1988). Because interim deans are generally faculty members acting as temporary replacements, their salaries are not reflective of the position. Thus, data on salary and characteristics of acting deans were excluded from the calculations. In 1988-89, interim deans accounted for 6 percent of the total, a slight increase from 5 percent in 1987-88.

Data Analysis and Presentation

Where there are a sufficient number of deans in a group to provide anonymity, data are presented for the 10th, 25th, 50th, 75th, and 90th percentile salaries. These percentile salaries are those at or below which 10, 25, 50, 75, and 90 percent of salaries fall, respectively. By this definition, the 50th percentile is the median salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Therefore, the 10th and 90th percentiles have not been calculated when the number is less than six.

As part of the processing of the data for the tables, all salary figures were converted to a calendar year basis. To do this, salary data based on an academic year were multiplied by eleven-ninths (11/9), converting them to calendar year data.

Terminology

Survey forms included some operational definitions in the instructions. In general, these terms are defined by common usage in the academic community. To ensure clear interpretation of the reports however, the following terms are defined:

- **School**: the nursing unit in a higher education institution that offers baccalaureate and higher degree programs in nursing.
- **Academic health center**: any institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program, specifically nursing.
- **Dean**: the chief administrative officer of the nursing unit, whether the local title is dean, director, chairman, head, or other term.
- **Salary**: the current fiscal year compensation figure; it should include the total amount before any deductions are made (such as: tax sheltered annuities, contributions to retirement funds, insurance, etc.)
- **Salary basis**: determined by the length of time spent teaching; the academic year is 9 or 10 months and the calendar year is 11 or 12 months.

Geographic Regions

North Atlantic Region (1)

Connecticut, Delaware, District of Columbia, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

Midwestern Region (2)

Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

Southern Region (3)

Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia, Puerto Rico

Western Region (4)

Arizona, Alaska, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

Section 3. Results and Discussion

Selected data for deans of nursing from the 1988-89 survey are presented in the following tables. Tables 1 through 13 report salary data by selected characteristics of the deans' position and institution. Graphs 1 through 6 provide descriptive data on the survey respondents.

Table 1 compares data on deans' salary for eleven years of the IDS survey. This year, the median salary (50th percentile) showed an increase of 4.2 percent over 1987-88. Table 2 compares schools that participated in the 1985-86, 1986-87, 1987-88, and 1988-89 surveys with the same dean continuing in the deanship position. The median salary for this group shows an increase of 6.5 percent over the previous year. This group provides a more stable index of salary change than the survey respondents as a whole.

Table 3 illustrates that the majority of deans (87%) are employed on a calendar year basis. Tables 4, 5, and 6 provide information on deans' salaries by region, institutional control, and type of parent institution. In Table 6, the "other" category represents nursing programs in consortia.

Tables 7, 8, and 9 summarize salary data by academic health center, type of program, and number of full-time faculty. Table 10 reports salary by highest degree. A total of 303 deans or 93 percent held an earned doctorate, a slight increase from the 91 percent of 1987-88. The largest number of deans with doctoral degrees have a doctor of philosophy degree. The majority of these doctoral degrees are in education, with the second largest group in nursing. The percentage of deans whose highest educational credential is a master's degree decreased to 7 percent this year as compared to 8 percent in 1987-88.

Percentile salaries of chief administrators in schools or departments of nursing are shown in Table 11 by title. The majority of chief administrators hold the title of dean (55%). Examples of titles in the "other" category are head and coordinator.

Tables 12 and 13 report salary data by rank and tenure. A comparison of tenure status showed that 71 percent of the deans had tenure, 21 percent did not, and an additional 8 percent worked in institutions that did not have a tenure system.

Graphs 2 through 6 provide descriptive data on survey respondents that are not related to salary. Sixty-three percent (N=206) of respondents reported that there was no institutional policy governing the length of appointment as dean. Graph 2 displays information on the duration of administrative terms of deans in institutions with a policy. Of those institutions with such a policy, 34 percent (N=54) indicated a three-year term, while 19 percent (N=22) reported a five-year term.

Graph 3 illustrates the number and percent of faculty-elected deans by region. The majority of deans (88 percent) in all regions indicated that there was no institutional policy for the dean to be elected by the faculty.

Sixty-four percent (N=207) of the responding institutions had a policy mandating a formal review of the nursing dean's performance at the conclusion of a specific term as shown in Graph 4. One hundred eighty-seven of the deans from institutions with a formal review procedure indicated that the performance review was internal within the institution, while 20 reported both an internal and external review process.

Of the 196 responses to a question on who reviews the dean's performance, 96 deans (49%) reported that one person or group reviewed their performance. Thirty-eight percent (N=74) of the nursing deans described reviews by two persons or one person and a group. Thirteen percent (N=26) of nursing deans were reviewed by two or more persons and/or groups.

Academic vice president, health vice president, and provost were the most frequent titles of individual persons who reviewed the nursing dean's performance. Faculty groups were the types of groups mentioned most frequently in response to the question on review of the dean's performance. Examples listed from the "other" category include peer groups, clinical and community leaders, alumni, students, secretaries, boards of directors, and trustees.

Twenty-four percent of respondents reported that they had spent time as a chief administrative officer at another institution. Deans had spent an average of 6.8 years in the deanship at other schools; the most frequent response was 4 years. Graph 5 illustrates the number of years deans have spent in their current position. The mean number of years spent in the current deanship was 5.2 years, while the mode was one year.

Eighty-five percent of all respondents indicated that no member from the school served on the state board of nursing. Another ten percent stated that a faculty person was a member, and five percent said that the dean was a member (see Graph 6).

Table 1

Percentile Salaries of Nursing Deans from 1978-79 to 1988-89

Year	N	Percentile 10th	25th	50th	75th	90th
1988-89	327	$40,603	$48,000	$58,686	$72,000	$86,491
1987-88	324	39,800	46,000	56,300	70,300	82,900
1986-87	347	38,000	44,000	52,000	65,300	77,100
1985-86	341	35,700	41,300	49,600	60,200	70,900
1984-85	328	34,600	40,000	47,900	57,900	68,300
1983-84	292	33,500	37,900	45,800	55,000	62,500
1982-83	272	32,100	37,000	44,700	53,000	60,600
1981-82	240	30,100	36,000	42,800	50,500	57,300
1980-81	208	29,200	34,600	40,400	46,900	52,900
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 2

Percentile Salaries of Nursing Deans Continuing in the Same Position from 1985-86 to 1988-89

Salary Basis	N	Percentile 10th	25th	50th	75th	90th
1988-89	150	$44,038	$51,942	$62,459	$78,525	$88,796
1987-88	150	41,528	49,677	58,629	72,693	84,609
1986-87	150	38,483	47,173	55,805	68,102	77,943
1985-86	150	36,604	43,788	53,350	64,014	72,819

Table 3

Percentile Salaries of Nursing Deans on Academic and Calendar Year Basis

Salary Basis	N	Percentile 10th	25th	50th	75th	90th
Academic Year*	42	$40,098	$43,287	$51,936	$57,755	$67,854
Calendar Year	285	40,544	48,600	60,175	74,000	87,700

*Academic year salaries converted to equivalent calendar year salaries.

Table 4

Percentile Salaries of Nursing Deans by Region

Region	N	Percentile 10th	25th	50th	75th	90th
North Atlantic	100	$39,530	$47,000	$57,222	$73,827	$81,891
Midwest	93	39,640	45,054	55,000	68,260	83,800
South	101	43,342	50,000	60,000	72,875	91,458
West	33	42,477	50,802	62,000	73,522	87,480

Table 5

Percentile Salaries of Nursing Deans by Institutional Control

Control	N	Percentiles 10th	25th	50th	75th	90th
Public	182	$48,999	$55,000	$65,370	$77,233	$89,650
Private/Secular	54	39,739	47,042	58,065	72,742	90,000
Private/Religious	91	33,948	40,201	46,050	54,000	69,940

Table 6

Percentile Salaries of Nursing Deans by Parent Institution

Institution	N	Percentiles 10th	25th	50th	75th	90th
University	223	$47,022	$53,988	$66,000	$78,500	$92,000
Four-Year College	101	36,100	40,194	46,972	54,706	62,267
Other	3	---	---	71,735	---	---

Table 7

Percentile Salaries of Nursing Deans by Academic Health Center (AHC)

Location	N	Percentiles 10th	25th	50th	75th	90th
In AHC	70	$61,400	$71,057	$83,252	$93,001	$102,170
Not in AHC	257	39,895	45,947	54,076	64,062	74,500

Table 8

Percentile Salaries of Nursing Deans by Type of Program

Program Type	N	Percentiles 10th	25th	50th	75th	90th
Baccalaureate Only	167	$38,246	$42,983	$50,000	$57,614	$67,100
Baccalaureate, and Master's	119	49,500	56,000	66,853	78,000	87,000
Baccalaureate, Master's, and Doctoral	37	68,023	74,022	86,364	95,472	110,651

Note: Master's/doctoral only programs excluded due to small 'N'.

Table 9

Percentile Salaries of Nursing Deans by Number of Full-time Faculty

Number of Faculty	N	Percentiles 10th	25th	50th	75th	90th
0 - 10	113	$36,958	$42,453	$47,292	$54,217	$60,000
11 - 20	92	42,151	49,818	55,999	66,300	78,350
21 - 30	40	43,760	54,851	67,770	73,875	79,048
31 - 40	40	55,317	64,252	72,654	81,850	91,744
41 - 60	26	64,498	73,187	83,819	92,250	95,395
> 60	16	68,785	79,750	95,472	106,200	122,250

Table 10

Percentile Salaries of Nursing Deans by Type of Highest Degree

Highest Degree	N	Percentiles 10th	25th	50th	75th	90th
DNS/DNSc	22	$42,844	$48,287	$58,428	$72,625	$89,300
EdD	98	42,963	48,003	56,111	67,440	78,116
PhD	175	41,500	50,000	62,500	77,369	89,496
Other doctoral	8	---	45,500	58,038	89,000	---
Master's degree	24	33,795	37,583	41,720	49,417	63,881

Table 11

Percentile Salaries of Nursing Deans by Title

Title	N	Percentiles 10th	25th	50th	75th	90th
Dean	181	$50,000	$59,668	$70,000	$80,715	$93,000
Director	37	38,710	45,928	51,346	55,500	65,148
Chair	91	36,078	41,500	47,600	54,512	61,809
Other	18	36,241	43,321	48,591	61,420	68,670

Table 12

Percentile Salaries of Nursing Deans by Academic Rank

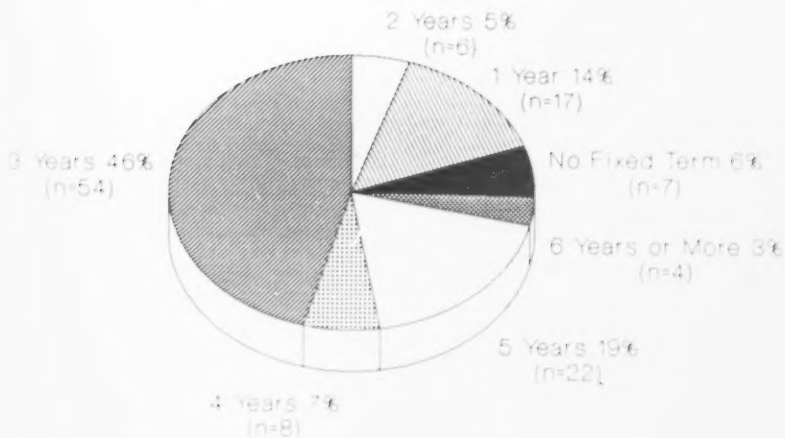
Academic Rank	N	Percentiles 10th	25th	50th	75th	90th
Professor	227	$47,000	$54,248	$65,000	$78,000	$92,000
Associate Prof.	82	36,096	41,225	46,986	53,991	65,400
Assistant Prof.	9	---	38,672	42,028	46,320	---
No Rank	9	---	38,950	55,000	66,250	---

Table 13

Percentile Salaries of Nursing Deans by Tenure Status

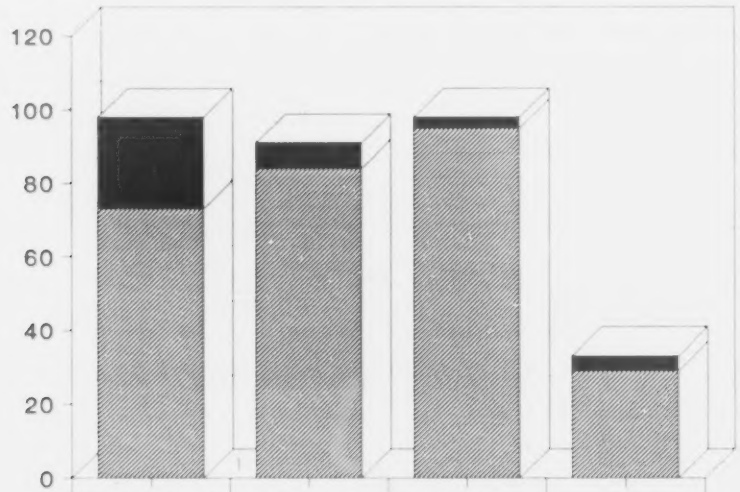
Tenure Status	N	Percentiles 10th	25th	50th	75th	90th
With Tenure	231	$43,024	$51,346	$62,000	$77,188	$89,701
Without Tenure	69	38,500	43,059	51,000	61,700	74,970
No Tenure System	27	37,182	41,300	49,500	59,889	74,002

Graph 2
Duration of Administrative Terms of Nursing Deans



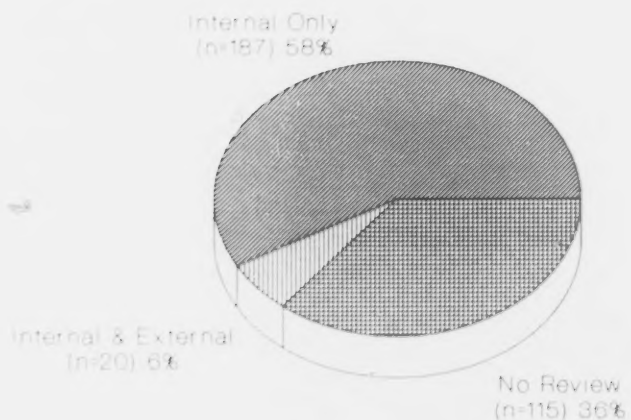
(N = 118)

Graph 3
Number and Percent of Faculty-Elected Nursing Deans by Region



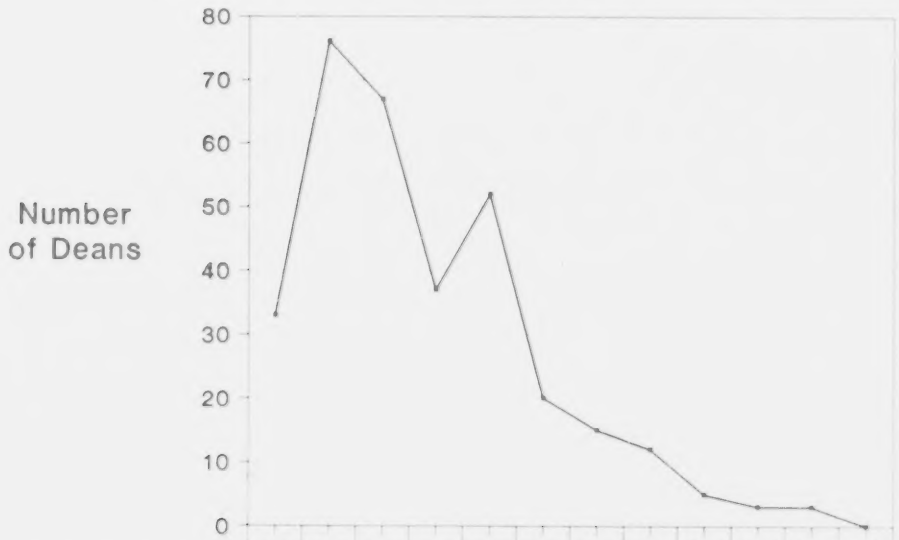
	North Atlantic	Midwest	South	West
Elected	25	7	3	4
Not Elected	73	84	95	29

Graph 4
Type of Performance Review of Nursing Deans



(N = 322)

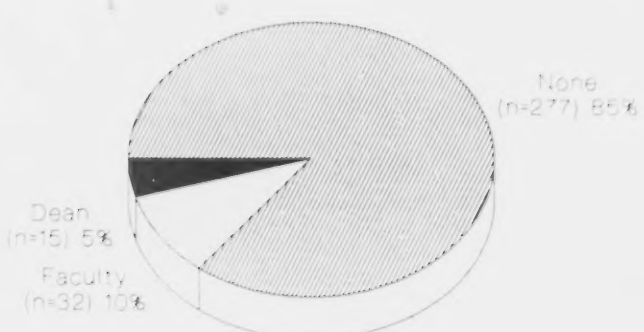
Graph 5
Number of Years in Current Position



	< 1	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	>20
Current Position	33	76	67	37	52	20	15	12	5	3	3	0

Number of Years

Graph 6
School Member on State Boards of Nursing



(N = 324)

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